

Exhibit 300: Capital Asset Summary

Part I: Summary Information And Justification (All Capital Assets)

Section A: Overview & Summary Information

Date Investment First Submitted: 2009-06-30
Date of Last Change to Activities: 2012-08-11
Investment Auto Submission Date: 2012-02-22
Date of Last Investment Detail Update: 2012-02-22
Date of Last Exhibit 300A Update: 2012-02-22
Date of Last Revision: 2012-08-11

Agency: 012 - Department of Labor **Bureau:** 05 - Employment and Training Administration

Investment Part Code: 01

Investment Category: 00 - Agency Investments

1. Name of this Investment: ETA - Foreign Labor Certification Systems (FLCS)

2. Unique Investment Identifier (Ull): 012-000002045

Section B: Investment Detail

- 1. Provide a brief summary of the investment, including a brief description of the related benefit to the mission delivery and management support areas, and the primary beneficiary(ies) of the investment. Include an explanation of any dependencies between this investment and other investments.**

The Foreign Labor Certification Systems (FLCS) investment provides the systems that enable the Office of Foreign Labor Certification (OFLC) staff to process employer-filed labor certification applications. These applications, when granted, permit U.S. employers to hire foreign workers, temporarily and permanently, to fill jobs essential to the U.S. economy when there are not sufficient domestic workers who are able, willing, qualified, and available to perform the job. FLCS provides five case management systems, each supporting one of the five main program areas within the OFLC. -- LCA (Labor Condition Application for visas such as H-1B, H-1B1, and E-3 [Non-immigrants in Specialty Occupations]) -- PWD (Prevailing Wage Determination) -- H-2A (Temporary Agricultural Employment) -- H-2B (Temporary Non-Agricultural Employment) -- PERM (Permanent Immigration).

- 2. How does this investment close in part or in whole any identified performance gap in support of the mission delivery and management support areas? Include an assessment of the program impact if this investment isn't fully funded.**

Two of the case management systems (LCA and PWD), within the broader FLCS investment, are integrated by a common portal called the iCERT System. Implemented in FY 2009, the iCERT System improved access for U.S. employers to employment-based visa

application services and established a foundation for future next generation case management systems. The remaining case management systems, H-2A, H-2B, and PERM are stand-alone systems and lack many of the capabilities that exist in the iCERT System. This has resulted in substantial administrative inefficiencies, costly maintenance, and a lack of communication among the modules to combat fraud and abuse. Throughout FY 2012 and early FY 2013, FLCS plans to integrate into the iCERT System the next generation case management systems for H-2A and H-2B in order to improve efficiency, reduce maintenance costs, and combat fraud. Enhancements to the H-2A and H-2B systems will address recent regulatory changes, while enhancements to the iCERT, LCA, and PWD systems will further improve efficiency. Integration of the PERM system into iCERT is currently on hold due to higher than expected cost and schedule estimates received from the vendor. As a result, FLCS will re-assess the value proposition for the PERM module and re-schedule the start of the development phase to FY 2014. The OFLC needs to continue its investment in FLCS in order to fulfill its mission, respond to regulatory requirements, and meet performance goals.

3. Provide a list of this investment's accomplishments in the prior year (PY), including projects or useful components/project segments completed, new functionality added, or operational efficiency achieved.

In June 2011 the FLCS investment released a new web-based tool allowing authorized federal staff users to search, analyze, and retrieve Labor Condition Application (LCAs) decisions with unprecedented ease, clarity, and timeliness. The Phase 1 release of this new tool is fully integrated into the iCERT System and provides real-time access to LCAs through one location and searchable along a series of common data points. FLCS made significant progress towards its goal of integrating the H-2A, H-2B, and PERM programs into the iCERT System. For the H-2A and H-2B projects, FLCS completed the requirements, design, and most of the development phase. For the PERM project, FLCS completed the requirements and most of the design phase. FLCS also completed the requirements, design, and development phases necessary to enhance the existing LCA and PWD systems. These enhancements will further automate back-office processes, improve quality, and reduce the paperwork burden on customers.

4. Provide a list of planned accomplishments for current year (CY) and budget year (BY).

In FY 2012, the FLCS investment plans to accomplish the following: -- Enhance the iCERT System to provide the public access to all H-1B, H-2A, and H-2B labor certifications. -- Complete its goal of integrating the H-2A and H-2B programs into the iCERT System. -- Complete the LCA and PWD enhancements which further automate back-office processes, improve quality, and reduce the paperwork burden on customers. -- Upgrade the database management system software to the latest version. -- Initiate a Phase 2 effort to enhance the H-2A and H-2B systems after they are integrated into the iCERT System. Enhancements will focus on electronic filing for external employers and other process improvements that will reduce the paperwork burden on customers. In FY 2013, the FLCS investment plans to deliver enhanced management and analytical reporting across all OFLC program areas.

5. Provide the date of the Charter establishing the required Integrated Program Team (IPT) for this investment. An IPT must always include, but is not limited to: a qualified

fully-dedicated IT program manager, a contract specialist, an information technology specialist, a security specialist and a business process owner before OMB will approve this program investment budget. IT Program Manager, Business Process Owner and Contract Specialist must be Government Employees.

2010-07-29

Section C: Summary of Funding (Budget Authority for Capital Assets)

1.

Table I.C.1 Summary of Funding

	PY-1 & Prior	PY 2011	CY 2012	BY 2013
Planning Costs:	\$3.2	\$0.0	\$1.4	\$1.4
DME (Excluding Planning) Costs:	\$17.6	\$3.9	\$2.7	\$2.8
DME (Including Planning) Govt. FTEs:	\$0.4	\$0.1	\$0.2	\$0.2
Sub-Total DME (Including Govt. FTE):	\$21.2	\$4.0	\$4.3	\$4.4
O & M Costs:	\$16.5	\$6.6	\$5.0	\$4.9
O & M Govt. FTEs:	\$0.6	\$0.1	\$0.1	\$0.1
Sub-Total O & M Costs (Including Govt. FTE):	\$17.1	\$6.7	\$5.1	\$5.0
Total Cost (Including Govt. FTE):	\$38.3	\$10.7	\$9.4	\$9.4
Total Govt. FTE costs:	\$1.0	\$0.2	\$0.3	\$0.3
# of FTE rep by costs:	6	2	2	2
Total change from prior year final President's Budget (\$)		\$0.0	\$0.0	
Total change from prior year final President's Budget (%)		0.00%	0.00%	

2. If the funding levels have changed from the FY 2012 President's Budget request for PY or CY, briefly explain those changes:

Section D: Acquisition/Contract Strategy (All Capital Assets)

Table I.D.1 Contracts and Acquisition Strategy

Contract Type	EVM Required	Contracting Agency ID	Procurement Instrument Identifier (PIID)	Indefinite Delivery Vehicle (IDV) Reference ID	IDV Agency ID	Solicitation ID	Ultimate Contract Value (\$M)	Type	PBSA ?	Effective Date	Actual or Expected End Date
Awarded		DOLB109A31013									
Awarded		DOLB119A31464									
Awarded		DOLB119A31766									
Awarded		DOLB119A31767									
Awarded		DOLB119A31787									
Awarded		DOLB119A31741									
Awarded		DOLJ091A20855									
Awarded		DOLJ089A27902									
Awarded		DOLJ109A30312									
Awarded		DOLJ109A31122									
Awarded		DOLF091A20824									
Awarded		DOLF091A21590									
Awarded		DOLJ109A30480									

2. If earned value is not required or will not be a contract requirement for any of the contracts or task orders above, explain why:

The Foreign Labor Certification System (FLCS) is in a Mixed Life Cycle status and as such has contracts that perform both Operations and

Maintenance (O&M) activities and Development/Modernization/Enhancement (DME) activities. Although the O&M contracts do not require the vendor to perform earned value management, the OFLC project manager takes on this responsibility by including all O&M activities in the Performance Management Baseline and following the earned value management policy of the agency. This has been sufficient to manage the scope, cost and schedule of the low risk O&M activities. For DME activities however, the OFLC is committed to transitioning from high risk Labor Hour contracts to low risk Firm Fixed Price contracts. Under the new Indefinite Delivery Indefinite Quantity (IDIQ) contract, which began in September 2010, each task order covering application development, testing, and implementation services are based on a firm fixed-price with specific deliverables and timeframes. More importantly, earned value management reporting and performance-based incentives are incorporated into the task orders in accordance with the Federal Acquisition Regulations (FAR).

Exhibit 300B: Performance Measurement Report

Section A: General Information

Date of Last Change to Activities: 2012-08-11

Section B: Project Execution Data

Table II.B.1 Projects

Project ID	Project Name	Project Description	Project Start Date	Project Completion Date	Project Lifecycle Cost (\$M)
204501	DME -- H-2A Phase 1	Integrate the H-2A case management system into the iCERT System in order to address regulatory changes, improve efficiency, reduce maintenance costs, and combat fraud and abuse.			
204502	DME -- PERM Phase 1	Integrate the PERM case management system into the iCERT System in order to address regulatory changes, improve efficiency, reduce maintenance costs, and combat fraud and abuse.			
204503	DME -- H-2B Phase 1	Integrate the H-2B case management system into the iCERT System in order to address regulatory changes, improve efficiency, reduce maintenance costs, and combat fraud and abuse.			
204504	DME -- iCERT Portal/LCA/PW Phase 2	Deliver additional integration-based functionality and process improvements for the LCA and Prevailing Wage			

Table II.B.1 Projects

Project ID	Project Name	Project Description	Project Start Date	Project Completion Date	Project Lifecycle Cost (\$M)
		case management systems based on user feedback.			
204505	Maintenance -- Database management system software upgrade	Upgrade the database management system software to the latest version.			
204506	Maintenance -- LCJR enhancements	Enhance the iCERT System to provide the public access to all H-1B, H-2A, H-2B, and PERM labor certifications.			
204507	Maintenance - LCA enhancements	Deliver minor enhancements for the LCA case management system.			
204508	Maintenance - Prevailing Wage enhancements	Deliver minor enhancements for the Prevailing Wage case management system.			
204509	H-2A/H-2B Phase 2	Deliver additional integration-based functionality and process improvements for the H-2A and H-2B case management systems.			

Activity Summary

Roll-up of Information Provided in Lowest Level Child Activities

Project ID	Name	Total Cost of Project Activities (\$M)	End Point Schedule Variance (in days)	End Point Schedule Variance (%)	Cost Variance (\$M)	Cost Variance (%)	Total Planned Cost (\$M)	Count of Activities
204501	DME -- H-2A Phase 1							
204502	DME -- PERM Phase 1							
204503	DME -- H-2B Phase 1							
204504	DME -- iCERT Portal/LCA/PW Phase 2							
204505	Maintenance -- Database management system							

Activity Summary

Roll-up of Information Provided in Lowest Level Child Activities

Project ID	Name	Total Cost of Project Activities (\$M)	End Point Schedule Variance (in days)	End Point Schedule Variance (%)	Cost Variance (\$M)	Cost Variance (%)	Total Planned Cost (\$M)	Count of Activities
	software upgrade							
204506	Maintenance -- LCJR enhancements							
204507	Maintenance - LCA enhancements							
204508	Maintenance - Prevailing Wage enhancements							
204509	H-2A/H-2B Phase 2							

Key Deliverables

Project Name	Activity Name	Description	Planned Completion Date	Projected Completion Date	Actual Completion Date	Duration (in days)	Schedule Variance (in days)	Schedule Variance (%)
204501	H-2A Phase 1 - Requirements Definition	Develop the functional requirements and associated documentation of the system.	2010-12-28	2010-12-28	2010-12-28	82	0	0.00%
204501	H-2A Phase 1 - Design	Develop the technical characteristics and design specifications of the system.	2011-01-06	2011-02-28	2011-02-28	36	-53	-147.22%
204502	PERM Phase 1 - Requirements Definition	Develop the functional requirements and associated documentation of the system.	2011-03-04	2011-06-22	2011-06-22	109	-110	-100.92%
204502	PERM Phase 1 - Design	Develop the technical characteristics and design specifications of the system.	2011-03-04	2011-12-02		35	-546	-1,560.00%
204503	H-2B Phase 1 - Requirements Definition	Develop the functional requirements and associated documentation of the	2011-03-17	2011-04-08	2011-04-08	108	-22	-20.37%

Key Deliverables								
Project Name	Activity Name	Description	Planned Completion Date	Projected Completion Date	Actual Completion Date	Duration (in days)	Schedule Variance (in days)	Schedule Variance (%)
		system.						
204503	H-2B Phase 1 - Design	Develop the technical characteristics and design specifications of the system.	2011-03-17	2011-06-01	2011-06-01	35	-76	-217.14%
204504	iCERT Portal/LCA/PW Phase 2 - Requirements Definition	Develop the functional requirements and associated documentation of the system.	2011-04-26	2011-05-23	2011-05-23	106	-27	-25.47%
204504	iCERT Portal/LCA/PW Phase 2 - Design	Develop the technical characteristics and design specifications of the system.	2011-04-26	2011-05-19	2011-05-19	34	-23	-67.65%
204501	H-2A Phase 1 - Development	Provide the application development, database, and programming services to convert functional requirements and design specifications into executable programs.	2011-07-05	2011-09-26		182	-423	-232.42%
204501	H-2A Phase 1 - Test	Execute test plans and test cases to ensure all aspects of the system are adequately tested against the requirements and any defects are resolved prior to implementation.	2011-08-30	2012-09-14		84	-381	-453.57%
204503	H-2B Phase 1 - Development	Provide the application development, database, and programming services to convert functional requirements and	2011-08-31	2012-05-11	2012-05-11	180	-254	-141.11%

Key Deliverables								
Project Name	Activity Name	Description	Planned Completion Date	Projected Completion Date	Actual Completion Date	Duration (in days)	Schedule Variance (in days)	Schedule Variance (%)
		design specifications into executable programs.						
204504	iCERT Portal/LCA/PW Phase 2 - Development	Provide the application development, database, and programming services to convert functional requirements and design specifications into executable programs.	2011-10-12	2012-01-11	2012-01-11	182	-91	-50.00%
204503	H-2B Phase 1 - Test	Execute test plans and test cases to ensure all aspects of the system are adequately tested against the requirements and any defects are resolved prior to implementation.	2011-10-28	2012-08-20		85	-308	-362.35%
204504	iCERT Portal/LCA/PW Phase 2 - Test	Execute test plans and test cases to ensure all aspects of the system are adequately tested against the requirements and any defects are resolved prior to implementation.	2011-12-07	2012-01-31	2012-01-31	84	-55	-65.48%
204509	H-2A/H-2B Phase 2 - Requirements Definition	Develop the functional requirements and associated documentation of the system.	2012-02-17	2012-03-08		107	-196	-183.18%
204509	H-2A/H-2B Phase 2 - Design	Develop the technical characteristics and design specifications of the system.	2012-04-27	2012-05-10		86	-126	-146.51%

Key Deliverables								
Project Name	Activity Name	Description	Planned Completion Date	Projected Completion Date	Actual Completion Date	Duration (in days)	Schedule Variance (in days)	Schedule Variance (%)

Section C: Operational Data

Table II.C.1 Performance Metrics

Metric Description	Unit of Measure	FEA Performance Measurement Category Mapping	Measurement Condition	Baseline	Target for PY	Actual for PY	Target for CY	Reporting Frequency
Percent of applications that are filed electronically.	Percent of applications	Customer Results - Service Accessibility	Over target	85.000000	85.000000	83.000000	85.000000	Quarterly
Percent of H-1B applications processed within seven days of the filing date.	Percent of applications	Customer Results - Timeliness and Responsiveness	Over target	100.000000	100.000000	100.000000	100.000000	Quarterly
Percent of H-2B applications resolved within 60 calendar days of the filing date.	Percent of applications	Customer Results - Timeliness and Responsiveness	Over target	99.000000	72.000000	99.000000	0.000000	Quarterly
Percent of employer requests for H-1B and PERM Prevailing Wage Determinations resolved within 60 calendar days of the filing date.	Percent of applications	Customer Results - Timeliness and Responsiveness	Over target	99.000000	86.000000	88.000000	80.000000	Quarterly
Number of critical security findings.	Number	Process and Activities - Security and Privacy	Under target	0.000000	0.000000	8.000000	0.000000	Quarterly
Percent reduction in annual maintenance cost	Percent of cost	Technology - Technology Costs	Over target	0.000000	2.000000	0.000000	2.000000	Quarterly
Percent of employer applications for permanent labor certification resolved within six months of the filing date.	Percent of applications	Customer Results - Timeliness and Responsiveness	Over target	65.000000	81.000000	70.000000	68.000000	Quarterly
Percent of H-2A applications resolved	Percent of applications	Customer Results - Timeliness and	Over target	99.000000	57.000000	70.000000	57.000000	Quarterly

Table II.C.1 Performance Metrics								
Metric Description	Unit of Measure	FEA Performance Measurement Category Mapping	Measurement Condition	Baseline	Target for PY	Actual for PY	Target for CY	Reporting Frequency
by the determination due date.		Responsiveness						
Percent of the time that the system is available to users during normal business hours.	Percent of time available	Technology - Reliability and Availability	Over target	99.000000	98.000000	97.000000	98.000000	Monthly